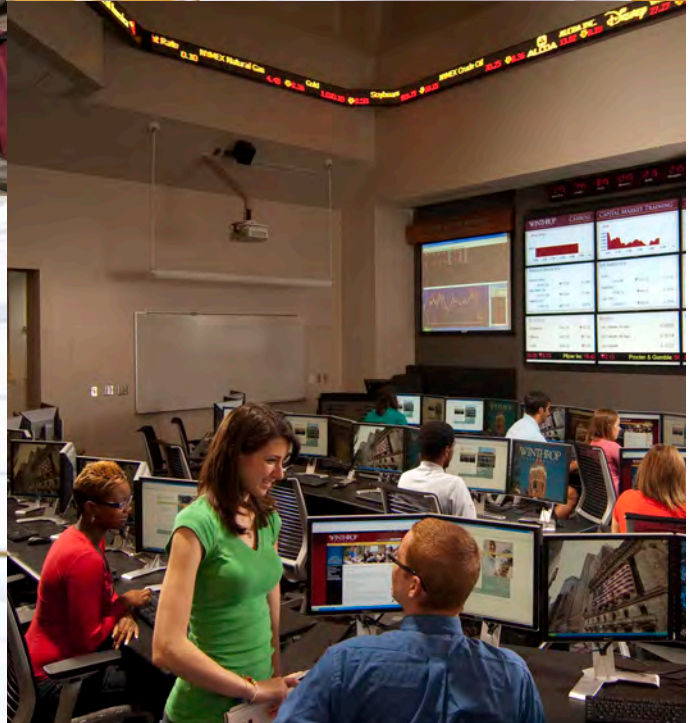




## Search for Provost & Executive Vice President for Academic Affairs



# **Winthrop University, a highly ranked, public comprehensive university in Rock Hill, South Carolina, seeks an experienced and highly qualified leader to assume the role of Provost and Executive Vice President for Academic Affairs. This position reports directly to President Daniel F. Mahony and will serve as both the chief operating officer and the chief academic officer of the institution. The Provost is second to the President and responsible for leading the institution in the President's absence. The new Provost will begin in July 2019.**

## **About the Position**

As a member of the senior leadership team, the Provost & Executive Vice President for Academic Affairs will provide guidance and support to the President in attaining the goals of the Winthrop Plan, the 10-year strategic plan established by President Mahony soon after his arrival in 2015. The Provost will be expected to take a prominent role in helping Winthrop navigate the higher education landscape. As the chief operating officer, the Provost advises and assists the President in all internal operations of the University. As chief academic officer, the Provost is responsible for the creation and implementation of academic programs that align with the strategic plan and mission of Winthrop University.

The ideal candidate will advance a student-centered university experience, value liberal arts and professional education, and possess a record of leadership within an institution where student intellectual development, teaching excellence, and scholarship were supported and enhanced. The candidate will promote collaborative working relationships with the senior leadership team and a range of internal and external constituencies, always seeking positive solutions and cross-divisional input to attain the goals of the University. The successful applicant will demonstrate outstanding communication skills with the ability to listen, write, and speak with clarity and transparency and with the ability to cultivate a highly engaged workforce while increasing and sustaining workplace morale. Likewise, a demonstrated commitment to diversity, equity, and inclusion and the capacity to strategically guide the creation of a variety of programs and services designed to foster an inclusive campus community are strongly desired attributes.

The Provost will:

- Lead and work collaboratively with over 500 faculty and academic personnel to establish and execute priorities for Winthrop's academic programs and activities and assure the quality of all academic offerings including the successful delivery of student learning outcomes;
- Manage and support approximately 14 direct reports including deans of the colleges, Graduate School, and library as well as the offices of information technology, institutional research and effectiveness, grants and sponsored research, records and registration, and the Provost leadership team;

- Promote excellence in teaching/learning, professional stewardship, research, technology, and public service;
- Lead, support, and resource creative approaches to the recruitment, onboarding, professional development, and retention of a diverse, inclusive, and well qualified faculty and staff. Encourage and support continuous professional development of faculty and staff;
- Seek opportunities to establish and maintain engagement in regional, national, and global academic communities, to include partnering with and learning from other institutions, while exploring areas of academic expansion;
- Establish University-wide measures of institutional and academic affairs efficiency and effectiveness, monitor progress relative to specific annual and long-term goals, and communicate results of institutional assessment to stakeholders and constituencies;



- Provide collaborative leadership and coordination, and communicate effectively with the President, the Board, senior leadership, faculty members, staff, students, students' families, public leaders, and others who contact the Division of Academic Affairs;
- Serve as an effective partner with other University administrators in developing sound business plans for new programmatic and service initiatives. Enhance and sustain a culture of customer service and constituent satisfaction throughout the institution;
- Partner with the Board of Trustees, particularly the Academic Quality Committee, to advocate for and advise stakeholders on best practices in academic affairs;
- Support, in collaboration with institutional units, allocation of University financial and physical resources in a manner consistent with the goals of the Winthrop Plan as approved by the President and the Board of Trustees. Collaborate with the Vice President for Finance and Business Affairs to implement an activity-based budget and allocation model while managing resources to sustain academic excellence. Ensure effective institutional operations, leverage technology and facilities, and facilitate cost efficiency; and
- Identify and support the pursuit of grants and other external funding sources and explore opportunities to contribute to the establishment of new revenue streams. Participate in institutional fundraising and development activities to support the vision and mission of the Division and University. Coordinate and integrate fundraising at the divisional level.

## The Winthrop Plan

The Provost will be expected to join the leadership of the University in implementing the Five Basic Goals of the Winthrop Plan:

1. Support inclusive excellence by expanding our impact on students and our communities through enrollment growth and increases in retention and graduation rates.
2. Continually enhance the quality of the Winthrop experience for all students by promoting a culture of innovation, with an emphasis on global and community engagement.
3. Attract and retain high-quality and diverse faculty, staff, and administrators.
4. Provide facilities, technology, and programs that support Winthrop students and the overall Winthrop experience.
5. Ensure financial stability and sustainability.

The Provost will be expected to provide direction that is focused on the goals of the Winthrop Plan and to work with the University community and senior leadership in addressing new programmatic development, enrollment and retention, and new revenue streams.

The Provost must:

- Continue to develop, implement, and assess an academic master plan that aligns with the Winthrop Plan;
- Weigh aspirations against resources and oversee reliable operating budgets within the Division;
- Provide the leadership that is necessary in strengthening linkages between curricular and co-curricular learning;



- Collaborate with the President and administrators of Access & Enrollment Management, Athletics, Finance & Business Affairs, and Student Affairs to establish an appropriate relationship among resource allocation, enrollment and retention goals, financial aid, and services for students;
- Review existing structure of the Division of Academic Affairs and make changes necessary to catalyze effective and efficient organizational operations; and
- Proactively use technology to focus the mission of the Division of Academic Affairs on serving all constituents in an effective and efficient manner.

## Professional Qualifications and Qualities

The successful applicant will demonstrate a high level of integrity, leadership skills, and a commitment to collaborative leadership.

### Required Qualifications

- An earned doctorate from a regionally accredited institution;
- A record of teaching, scholarship, and service commensurate with Winthrop faculty holding rank of professor or associate professor;
- A distinguished record of progressively responsible, relevant, and substantial academic administrative leadership in higher education and a wide range of academic and professional programming;
- Knowledge of innovative program offerings and trends in instructional delivery; ability to provide stakeholders with data-informed analyses of key academic affairs issues; and experience with colleges, departments, and faculty on issues related to tenure and promotion including evaluation of faculty candidates;
- Comprehensive knowledge of university planning, assessment, accreditation, academic programming, institutional research, and the multiple demands facing faculty members in a contemporary, public teaching university;

### Desired Experience and Qualifications

- Experience contributing to strategic planning efforts and aligning resources to support institutional priorities and core mission;
- Knowledge and/or experience with programs and services to strengthen student recruitment, retention, success, and graduation;

- Ability to effectively manage multiple and sometimes competing priorities. Outstanding communication skills with the ability to listen, write, and speak with clarity. Experience with making detail-oriented, informed decisions and comfort with communicating decisions in a transparent manner;
- A demonstrated commitment to a student-centered, holistic approach to liberal arts education, professional programs, global awareness, and civic engagement;
- A record of ethical, honest, and effective management experience;
- An understanding of the educational value of a diverse community and a record of advancing diversity and enhancing inclusiveness. Ability to develop new and creative ways to continue to attract, support, and retain high-quality, diverse faculty and staff;
- Success in building strong working relationships with senior leadership teams, the Board of Trustees, students, faculty, and staff; and
- Deep understanding of the mission and culture of a regional public university.

## About Winthrop University

Founded in 1886 and located in Rock Hill, South Carolina, Winthrop University offers its approximately 5,800 undergraduate and graduate students an educational experience that blends liberal arts, professional programs, global awareness, and civic engagement. In its degree-granting Colleges of Arts and Sciences, Business Administration, Education, and Visual and Performing Arts,

Winthrop introduces and focuses on programs and activities that are delivered at an exemplary level. As a competitive and distinctive co-educational, public, residential, comprehensive, values-oriented institution, Winthrop is well known for its inclusive and supportive campus environment, with University College supporting programs in both academic and student affairs.

Winthrop's values of service, excellence, diversity, community, and leadership provide the foundation for the University's continuous development and shape Winthrop's overall success. Numerous national accolades reflect the sustained high quality and value of the Winthrop experience. In the U.S. News & World Report's "America's Best Colleges" rankings, Winthrop retained its spot among the South's top 10 public regional universities that confer bachelor's and master's degrees for 2018. Ranking eighth among Southern publics, Winthrop remained in the top 25 of public and private institutions in the region. The rankings cited the average first-year retention rate of 75 percent and the student/faculty ratio of 14:1. The University ranks 17th on the U.S. News' "Best Colleges for Veterans" list and 15th in "Best Undergraduate Teaching" in the South.

The Princeton Review included Winthrop in its annual list of top regional universities, and the University was praised for its diverse student body and beautiful campus. Last year, Winthrop University was prominently mentioned in the Spring 2017 Education Trust national report, "A Look at Black Student Success: Identifying Top- and Bottom-Performing Institutions." The Trust ranked Winthrop as second among top-performing schools in graduation rates for minority populations, affirming the University's commitment to inclusive excellence and increasing retention and graduation



rates. In addition, Money Magazine named Winthrop to its “Best Colleges for Your Money 2018” rankings, which reinforces the University’s commitment to providing the high quality and accessible Winthrop experience to all students.

## The Campus and Community

Rock Hill is the largest city in York County, South Carolina, and the fifth largest in the state. Ranked by Money Magazine as one of the top 50 places in the United States to live, Rock Hill is located approximately 20 minutes from Charlotte, North Carolina, and a short drive to both the Appalachian Mountains and Carolina beaches. Rock Hill offers scenic riverfront views along the Catawba River and is home to numerous nature trails, restaurants, and 31 parks. Rock Hill is also nationally recognized as a sports tourism city in the United States, which has generated an estimated \$121.9 million in direct economic impact since 2006.

Winthrop University is an active member of the Rock Hill community and is recognized as a key contributor in the region’s economic resurgence. Winthrop is an integral partner to Rock Hill’s Knowledge Park, a multi-million dollar, one-square mile area targeting “knowledge economy businesses,” and an urban walkable lifestyle. Winthrop will build offices and labs in the University Center area to support the Exercise Science degree program.

Winthrop’s beautiful campus encompasses a rich architectural blend of neo-Georgian buildings and is included in the National Register of Historic Places. The attractive recreational and research complex area that surrounds Winthrop Lake is home to Winthrop’s 18 Division I men’s and women’s sports. Winthrop University is comprised of 47 buildings totaling over 2.3 million square feet of space on a footprint of 418 acres. The main academic and administrative area of campus is 94 acres.

## The Academic Programs and Faculty

Winthrop’s academic experiences are intentionally designed to meet student intellectual and personal development needs, particularly for those who have been historically underserved. The University is a leader among institutions of its kind in academic excellence, scholarly exploration, and civic engagement. Embedded within the inclusive culture is a focus on equity among all students, faculty, and staff. Its stellar academic experiences provide the basis for recognitions including the 2019 Princeton Review – The Best 384 Colleges list; US News and World Report – Best Colleges list (2018); and one of 32 postsecondary institutions recognized nationally for “beating the odds” in helping students, particularly minority students, most prone to dropping out of college persist toward graduation.

The academic mission of Winthrop emphasizes inquiry and critical thinking in a way that places Winthrop graduates at a competitive advantage when faced with significant challenges or asked to assume leadership positions within their communities. To that end, Winthrop is one of only seven institutions formally affiliated with the Foundation for Critical Thinking for teaching critical thinking in an intentional way across its general education curriculum. The emphasis on mentorship and individualized interactions provides opportunities for professors engaged in discovery or practice to collaborate with students. These opportunities—ranging from undergraduate and graduate research experiences, internships, study abroad, and community outreach—enable students to apply their knowledge to grow and flourish.



Winthrop’s Division of Academic Affairs serves as a cornerstone of the experiences within and outside of classroom. The following areas constitute the Division of Academic Affairs: College of Arts and Sciences; College of Business Administration; Richard W. Riley College of Education; College of Visual and Performing Arts; University College; Ida Jane Dacus Library and Louise Pettus Archives; The Graduate School; Office of the Provost and Executive Vice President for Academic Affairs; Office of Accreditation, Accountability, and Academic Services; Office of Grants and Sponsored Research Development; The Center for Professional Excellence; Computing and Information Technology; and the Office of Records and Registration. Winthrop has more than 500 faculty and academic personnel across the various units within the division. Over 280 are full-time faculty, 88% of whom hold terminal degrees and 82% of whom are tenured or tenure-track.

Winthrop undergraduate and graduate students come from across the nation and globe to pursue degrees including the Bachelor of Arts, Bachelor of Fine Arts, Bachelor of Music, Bachelor of Music Education, Bachelor of Science, Bachelor of Social Work; and Master of Arts, Master of Arts in Teaching, Master of Business Administration, Master of Education, Master of Fine Arts, Master of Liberal Arts, Master of Music, Master of Music Education, Master of Science, Master of Social Work, Master in Sports Fitness Administration; and specialist degrees in School Psychology and Educational Leadership. Winthrop also offers several graduate certificates. Notably, students may elect to pursue select graduate programs as evening, weekend, or online programs.

Winthrop is accredited by the Southern Association of Colleges and Schools Commission of Colleges (SACSCOC). This accreditation was reaffirmed in 2011, and a periodic review report was completed in 2017.

Individualized accreditations and approvals include:

- Accrediting Council on Education in Journalism and Mass Communication
- Accreditation Council for Education in Nutrition and Dietetics
- American Chemical Society
- American Society for Biochemistry and Molecular Biology
- Association to Advance Collegiate Schools of Business International
- Commission on Accreditation of Athletic Training Education
- Commission on Sport Management Accreditation

- Computing Accreditation Commission of the Accreditation Board for Engineering and Technology, Inc.
- Council on Social Work Education
- Council for Interior Design Accreditation
- Council for the Accreditation of Educator Preparation
- National Association of Schools of Dance
- National Association of Schools of Art & Design
- National Association of Schools of Music
- National Association of Schools of Theatre
- National Council for the Accreditation of Teacher Education

## The Students and Student Services

Winthrop has an enrollment of just over 4,800 undergraduate students and over 1,000 graduate students. Winthrop students represent 43 states and 36 countries, 91% of students are South Carolina residents. The student population is 71% female and 29% male and approximately one third first generation. Forty percent of Winthrop students identify as AALANA (African American, Latino, Asian-American, Native American) or International, 29% of those are African American. Forty-seven percent of Winthrop students reside on campus.

More than 160 student clubs and organizations are active on campus along with 16 Greek fraternities and sororities. Eighteen University teams participate in the National Collegiate Athletic Association (NCAA) at the Division I level, competing in the Big South Conference including Men's Baseball; Women's Softball, Lacrosse, and Volleyball; Men's and Women's Basketball, Cross Country, Golf, Soccer, Tennis, Indoor Track & Field, and Outdoor Track & Field.

Winthrop student events and organizations allow students to make connections, work as part of a team, develop leadership abilities, learn to set and achieve goals, and create lifelong memories.



Winthrop's residential communities support and encourage personal development and academic success through purposeful programs and services that complement students' total educational experience.

A variety of cross-institutional stakeholders collaborate to provide transformative programs and services that develop students' holistic well-being and support students' academic success. The comprehensive array of student services includes student life, career and civic engagement, residence life, dining services, campus police, health and counseling services and the campus bookstore. Winthrop University is committed to an integrated and seamless student experience with an emphasis on learning and development, engagement and personal growth leading to student satisfaction, persistence, graduation, and transformation.

## Position Conditions, Availability, and Application Instructions

This position is a 12-month, full-time, administrative appointment. Salary is commensurate with experience. Starting date is July 1, 2019.

The Search Committee is being co-chaired by Shelia Higgs Burkhalter, Vice President for Student Affairs, and Justin Oates, Vice President for Finance and Business Affairs, at Winthrop University. The Provost Search Committee will begin credential review December 7, 2018. Credentials and nominations will be received and considered until the position is filled.

Complete applications must include a cover letter addressing why applicants are interested in this position and how they meet professional qualifications and qualities. Complete applications will also include a current curriculum vitae and the names, email addresses, and phone numbers of five references familiar with the candidate's qualifications. References will not be contacted without prior authorization from the applicant. To apply for this opportunity, applications should be submitted electronically to <https://apply.interfolio.com/57304>.

Nomination letters should include the name, position, and contact information of the nominee. All applications and nominations will be handled in confidence. Application questions and letters of nomination should be submitted electronically to [provostsearch@winthrop.edu](mailto:provostsearch@winthrop.edu).

*Winthrop University is an Equal Opportunity/Affirmative Action employer and does not discriminate against any individual or group of individuals on the basis of age, color, disability, gender, national origin, race, religion, sexual orientation, gender identity, or veteran status. Women, minorities, and persons with disabilities are encouraged to apply.*



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